BIOLOGICAL AND PSYCHOLOGICAL EFFECTS OF TRAUMA

Dr. Heide’s presentation will address how trauma can lead to biological and psychological changes that increase the likelihood of violent behavior. Dr. Heide will begin by providing examples of cataclysmic events and types of childhood and adult trauma that can affect the ability of individuals to process information and to cope adaptively. The body’s response to trauma and the effects of trauma on the brain and endocrine system will be examined. Three levels of trauma will be presented to highlight the differences in trauma exposure. Secure attachment and the long-term effects of early maltreatment will be discussed in the context of brain development, the ability to regulate emotion, and the use of adaptive coping strategies. The diagnostic criteria of post-traumatic stress disorder will be reviewed and common maladaptive coping strategies used by trauma victims will be identified. Dr. Heide will weave in cases of homicide offenders she has evaluated in this presentation to illustrate how early childhood trauma contributed to the offender’s involvement in lethal behavior.

KATHLEEN M. HEIDE, Ph.D.

Kathleen M. Heide is a professor of Criminology at the University of South Florida, a licensed psychotherapist, and a court-appointed expert in matters relating to homicide, children, and families. Professor Heide has evaluated and/or consulted on cases involving adolescents charged with murder in 13 states and Canada. Dr. Heide has been retained to evaluate defendants by both the defense and the prosecution. She was also retained by Governor Chiles and the Florida Parole Board in a clemency matter. She is the author or co-author of approximately 100 publications, including four books: Why Kids Kill Parents: Child Abuse and Adolescent Homicide, Young Killers: The Challenge of Juvenile Homicide, Animal Cruelty: Pathway to Violence against People, and Understanding Parricide: When Sons and Daughters Kill Parents. Her research has been featured in Newsweek, Psychology Today, U.S. News and World Reports and newspapers nationwide, and she has also appeared on CNN, Larry King Live, Good Morning America, and Fox News.

Professor Heide has served as a consultant to the National Institutes of Justice and Health, in addition to several state agencies, and was appointed twice by Governor Chiles to serve as a member of Florida’s Sentencing Commission. She is a member or former member of more than a dozen community and state boards of directors, councils, or task forces. Professor Heide was appointed in September 2015 to serve a two year appointment as an Honorary Commander, 927th Security Forces Squadron, United States Air Force. Her numerous honors and awards include USF’s most prestigious award for teaching excellence.
THE SCIENCE OF DECISION FATIGUE
The Science of Decision Fatigue will inform attendants on the current state of psychological research on decision fatigue. Making thought-out decisions is effortful and fatiguing. Over time, exerting effort in this way produces decision-fatigue, which impairs both decision-making and self-control. We will discuss consequences of decision-fatigue, especially as they impact decision-making among parole board members. Strategies to avoid decision-fatigue and its negative consequences will also be discussed.

ANDREW VONASCH
Andrew Vonasch is a Ph.D. candidate in social psychology at the Florida State University. His research investigates the psychology of human agency: how do people think, feel, and behave when they are actively and consciously involved, rather than passively allowing instinct and intuition to drive behavior. His dissertation, “Cognitive Miserliness Preserves the Self-Regulatory Resource” offers experimental evidence that people use lazy (“miserly”) thinking strategies in order to avoid decision-fatigue.

NOTES
BRAIN DEVELOPMENT BIRTH THROUGH ADOLESCENCE
WHY DOES IT MATTER? HOW DOES TRAUMA PLAY A ROLE IN CRIMINAL BEHAVIOR? WHAT ARE THE ETHICAL CONSIDERATIONS IN DECISION MAKING?

The study of child development dates back to the mid-19th century when researchers raised questions about the origins and course of human development across the life span. Over the decades’ investigators have looked at questions of brain science, biology, early experiences and how they combine to affect development. Researchers raised questions about the impact of trauma and wondered if children exposed to trauma would be more likely to become abusive adults or does long term exposure to violence result in delayed development in children? These studies have resulted in advances in understanding the process of brain development from birth through adolescence and beyond.

As we begin to understand how the brain develops, we are able to realize the connection between Adverse Childhood Experiences (ACES) and subsequent behaviors we encounter in our work with individuals involved in the criminal justice system.

This workshop will provide attendees with critical information about brain development from the early years through adolescence. The discussion will include the science of brain development and provide rationale that will assist paroling authorities in understanding how brain development, trauma, mental illness, and developmental disability contribute to an individual’s inability to problem solve and manage emotions and frustration tolerance. While understanding these issues does not necessarily change eventual outcomes, it can assist in gathering critical information and making sound ethical decisions aimed at ensuring the dual goal of promoting public safety while supporting the best interest of the offender.

ANGELA MICKLOS
Angela Micklos is the Chair of the Utah Board of Pardons and Parole. She was appointed to the Board on October 1, 2009 by Governor Gary Herbert. She became the Board Vice Chair in August 2010, and served in that capacity until Governor Herbert appointed her as Chair on August 1, 2014. Prior to her appointment, she spent almost eleven years as a Deputy Salt Lake County District Attorney, where she served as a line prosecutor, and subsequently as supervisor of the Narcotics Enforcement Team and Special Victim Unit. During her tenure as a Deputy District Attorney, Ms. Micklos encountered numerous victims and offenders who had endured childhood trauma. Prior to joining the District Attorney’s Office, she litigated felony post-conviction matters statewide as an Assistant Attorney General for six years.

LORI SMITH
Lori Smith is the Mental Health Hearing Officer for the Utah Board of Pardons and Parole. She conducts hearings for all offenders who have pled Guilty and Mentally Ill, and offenders housed in the mental health facility at the prison. Additionally, she reviews all Psychological Evaluations and Mental Health Updates and collaborates with community Mentally Ill Offender Halfway House Programs and the Utah State Prison Mental Health Program to determine transition planning for those diagnosed with a Serious and Persistent Mental Illness (SPMI).
Ms. Smith received her Bachelor’s Degree in Social Work from Southern Utah University and her MSW from University of Nevada, Las Vegas. She has worked in the criminal justice field for the majority of her career including; law enforcement, state and federal probation, and as a therapist in the Salt Lake County District Attorney Special Victim Unit. She has provided direct mental health intervention to individuals, couples and families in inpatient and outpatient therapy, and those impacted by HIV/AIDS, and trauma.

Ms. Smith has participated in a number of local and national projects focusing on practice improvement, improving mental health outcomes for children and adults, the role of trauma in brain development and has presented nationally.
THE EFFECTIVENESS OF GLOBAL POSITIONING SYSTEMS MONITORING (GPS) ON THE OUTCOMES OF FLORIDA OFFENDERS PLACED ON POST-PRISON CONDITIONAL RELEASE SUPERVISION

Florida has a deterministic punishment system in which all offenders who committed crimes on or after October 1, 1995 will serve a minimum of 85% of their sentences. In addition, parole was eliminated for crimes committed after October 1, 1983, and only one-third of the inmates exiting prison have any form of post-prison supervision. Of these supervised releases, about 40% are required to be placed on non-discretionary supervision termed Conditional Release (CR) upon prison release, which applies to offenders who meet specific criteria based on Florida law. These offenders are supervised by the Florida Department of Corrections' probation officers, but all decisions relative to setting conditions of supervision, violations and whether these offenders are tracked electronically using Global Positioning Systems (GPS) are made by the Commission on Offender Review (FCOR).

This presentation will provide the conference participants with findings from a recent study that has examined the effectiveness of GPS on conditional release offenders relative to the outcomes of technical violations, new crimes, and returning to prison. Additionally, findings will be presented relating to whether GPS is more or less effective based on specific aspects of prison releases, i.e., gender, age, crime type, etc.; whether the timing of GPS placement relative to prison release date impacts outcomes, and if the duration of GPS monitoring affects the outcomes of this additional form of community supervision.

DR. WILLIAM BALES, PH.D.
Bill is the Director of the Center for Criminology & Public Policy Research in the College of Criminology and Criminal Justice at Florida State University and is the co-editor with Daniel Nagin of the journal Criminology and Public Policy. Prior to joining the faculty in the College of Criminology and Criminal Justice at Florida State University in August of 2003, he was the director of research with the Florida Department of Corrections since 1991 and has worked in various research capacities with the Florida Supreme Court, the Florida Department of Law Enforcement, and for private research organizations. Bill earned a Ph.D. in Criminology from Florida State University in 1987 and has presented research findings at numerous juvenile justice, criminology, corrections and statistics conferences over the past twenty-five years. He has published in the areas of longitudinal outcomes among incarcerated juvenile delinquents, adult correctional program evaluations, and sentencing and has published in Criminology, Criminology and Public Policy, Journal of Research in Crime and Delinquency, and Justice Quarterly, among other crime and policy journals.

THOMAS G. BLOMBERG
Thomas G. Blomberg is Dean and Sheldon L. Messinger Professor of Criminology and Executive Director of the Center for Criminology and Public Policy Research in the College of Criminology and Criminal Justice at Florida State University. From 2008-2013 he served as Editor of Criminology & Public Policy. His current research is focused upon determining ways to more effectively link research to public policy and includes the role of education in crime and delinquency desistance and the identification of risk and protective factors.
associated with elder financial fraud. Dr. Blomberg has shared his various research and policy findings with state policymakers throughout the country, the U.S. Congress, and the White House Office of Science and Technology Policy. Among his recent books are American Penology: A History of Control, Punishment and Social Control, and Advancing Criminology and Criminal Justice Policy.

CATIE CLARK
Catie Clark is a doctoral candidate in the College of Criminology and Criminal Justice at Florida State University. She previously worked with the Florida Department of Corrections as a Correctional Probation Officer from 2005-2008. Her research has focused on correctional reentry populations and programming, including work release, substance abuse treatment, and post-prison community supervision. She was involved with a three year, National Institute of Justice-funded researcher-practitioner partnership with the Florida Department of Corrections and Florida State University, and served as the lead researcher on one of three projects that examined the effects of post-prison community supervision for inmates released from Florida prisons from 2004-2011. Her dissertation, entitled, “Prison Plus: The Impact of Sentencing Offenders to Prison-and-Supervision, Versus Prison Only, On Prison Misconduct, Employment, and Recidivism”, furthers the work started on the NIJ grant.
IMPLICIT BIAS IN PAROLE DECISION-MAKING

In any decisional context, implicit biases are an important consideration. These biases, which are unconscious attitudes that operate below the level of awareness, have been shown to influence decisions in such varied legal contexts as the decision to charge an alleged perpetrator and sentencing decisions – as well, of course, as conditional release and suspension decisions. That said, there is some evidence that implicit biases are not completely fixed, and that one can adapt decision-making in order to reduce their influence. This workshop will focus on the implicit biases shown to play a role in decision-making in legal, correctional, and community supervision contexts, as well as on strategies that can be used to both increase awareness of their impacts and reduce their influence. The goal is to further equip paroling authorities and their members to reach high-quality, accurate, and defensible decisions.

RALPH SERIN

Dr. Serin received his Ph.D. from Queen’s University in 1988 and is currently Professor in the Department of Psychology and Director of the Criminal Justice Decision Making Laboratory following a career with Correctional Service of Canada in various capacities, including parole officer, psychologist and research manager. He has published in the areas of crime desistance, parole, treatment readiness and responsivity, dynamic risk assessment, psychopathy, sexual offenders, and the assessment and treatment of violent offenders.

JULIE BLAIS

Julie Blais is an Assistant Professor in the Department of Psychology at Carleton University. She completed her Ph.D. at Carleton in 2014 and spent the following year as a SSHRC postdoctoral fellow with Angela Book at Brock University. During her doctoral studies she also spent years as a research assistant in the Corrections Branch of Public Safety Canada. She is the Director of the Psychology in the Law Research Lab. (Psychology). Her areas of research in forensic psychology include the development and appropriate use of risk assessment scales and practices, increasing the use of non-arbitrary metrics for risk communication, and integrating research and practice more effectively in the Criminal Justice System. She has also completed work in political psychology examining the relationship between stereotype threat and political ambition.

RENEE GOBEIL

Renee Gobeil is a Special Advisor to the Assistant Deputy Minister, Community Safety and Countering Crime Branch, at Public Safety Canada. She also serves as an Adjunct Professor in the Department of Psychology at Carleton University. Over the last ten years, Dr. Gobeil has been conducting research relating to risk assessment, parole decision-making, and women offenders. She has worked as a researcher both in government and academic contexts.
OFFENDER REENTRY – THE VALUE OF VICTIM INVOLVEMENT
This panel discussion will address the intersection between Offender Reentry and Crime Victim Rights. We will explore the current points in the criminal justice reentry continuum where victims can and should have a voice with a focus on post-conviction victim rights. By including victims in reentry we can obtain more balanced information about the offender and their offense history which can positively impact reentry decisions. This approach can result in better outcomes for the community, offenders and victims through enhanced offender accountability, increased victim satisfaction and improved victim and community safety.

JERALITA COSTA
Jeralita “Jeri” Costa currently serves as a Community Corrections Specialist for the Washington State Department of Corrections. Jeri began working with victims of crime in 1976, and has devoted nearly 40 years working in the criminal justice arena. She is also a private consultant and popular trainer on crime victims’ rights; criminal justice issues; parole, corrections and non-profit management; as well as being a Certified Professional Life Coach, Certified Energy Medicine Practitioner, and an Ordained Minister.

Jeri served 5 years on Washington’s Indeterminate Sentence Review Board (aka: parole board); 4 of those years as the governor-appointed chairperson. Prior to that appointment she served eight years in the Washington State Legislature: She was an elected Senator from 1999 – 2003, and was elected to serve two terms in the Washington State House of Representatives from 1995 – 1999.

Jeri has served on the Washington Supreme Court’s Gender and Justice Commission; the Sentencing Guidelines Commission; Sex Offender Policy Board; Jail Industries Board; Correctional Industries Board; and on the Washington State Bar Association’s Emerging Dispute Resolutions Committee; among many other boards, commissions and task forces. She has also served 3 terms on the APAI Executive Committee and as the Chief Program Officer of APAI 2013-2014. In 2011, she received the APAI President’s Award and in 2013, she was recognized for her body of work in the field of parole and on behalf of APAI with the Vincent O’Leary Award.

Jeri is a consultant and trainer for the National Institute of Corrections, the Office for Victims of Crime Training and Technical Assistance Center, and the Washington Coalition of Crime Victim Advocates.

LYDIA NEWLIN
Lydia Newlin is the Minnesota Department of Corrections Victim Services and Restorative Justice Program Manager. In her work with the Department of Corrections, she oversees all processes associated with victim notification and post conviction victim advocacy. In that capacity, she works with homicide survivors as they prepare to testify at Life Sentence Parole Hearings, victims who are victimized while on duty as correctional staff, and offenders who are victimized while incarcerated.

Lydia also oversees all of the DOC Restorative Justice programming and processes including offender programming, the Victim Apology Letter process and the Victim Offender Dialogue Program. Additionally,
Lydia is responsible for the managing the Minnesota Circles of Support and Accountability programs which serve sex offenders, veterans and offenders returning to the community after parole from life sentences. Most recently, she developed a Domestic Violence Initiative unit which responds to screening offenders upon intake, identifying victims and ensuring victim wrap around processes are available for high risk cases.

Lydia oversees the victim input component of the End of Confinement Review Committees which are responsible for assigning risk levels to sex offenders at the time of their release to the community. She works as a liaison to the Minnesota Department of Corrections and legislature on matters relating to post conviction victim issues. She provides victim rights, victim impact and victim sensitivity training to criminal justice professionals statewide. Prior to working for the Department of Corrections, she worked for the Training Unit of the Minnesota Center for Crime Victim Services, Department of Public Safety and served as the Deputy Ombudsman for Crime Victims and the Minnesota Bureau of Criminal Apprehension. She has served on board of the statewide Sex Crimes Investigator’s Association and board chair of the National Association of Victim Service Professionals and currently serves on the American Corrections Association Victim’s Committee. She received her Bachelor’s Degree from the University of St. Thomas in 1994 with a major in Criminal Justice and her M.A from Metropolitan University in Public Administration.

NOTES
UNDERSTANDING THE DEPORTATION LIFECYCLE AND HOW ICE CAN WORK FOR YOU

ICE Priorities and working with Fugitive Operations Teams - This presentation will provide greater knowledge and understanding regarding working with ICE. Recent changes in ICE priorities and enforcement actions will help local Parole and Probation officers understand those changes and how to work more efficiently with ERO as needed. These new priorities will impact individuals currently on a corrections docket that may have been encountered by ICE. The presentation will also provide participants the lifecycle of the immigration deportation process and resulting detention and/or release of subjects who have entered ICE custody. Participants during our presentation will be able to demonstrate how Fugitive Operations Teams can decrease local probation and parole dockets and how ICE coordinates at-large and office arrests.

CALEB VITELLO

Caleb Vitello is the Unit Chief of U.S. Immigration and Customs Enforcement’s National Fugitive Operations Program (NFOP), with responsibility for a budget of $168 million, and 129 Fugitive Operations Teams made up of 775 officers nationwide. In 2015, his teams were responsible for more than 23,000 arrests.

Caleb began his career with the Department of Justice and the legacy Immigration and Naturalization Service in 2001. He first served as a Detention Enforcement Officer in the New York City (NYC) Field Office, and became an Immigration Enforcement Agent when the Department of Homeland Security was created in 2003. During his tenure, Caleb traveled to more than thirty different countries enforcing federal warrants of removal.

He was subsequently promoted to a Deportation Officer, managing detained and non-detained dockets as well as working in the Fugitive Operations Unit. In addition to his role as the Senior Defensive Tactics Instructor in NYC, he joined the Special Response Team (SRT) and became the team’s training coordinator in 2007.

In 2010 Caleb relocated from Brooklyn to the National Firearms and Tactical Training Unit (NFTTU) in Ft. Benning, GA and served as a firearms, defensive tactics, and SRT warrant entry instructor. The NFTTU evolved into the Office of Firearms and Tactical Programs and he was promoted to the Tactical Program Manager for the Enforcement Removal Operations branch of ICE. He also served as the Team Leader for the nationally-deployable SRT based out of Ft. Benning.

In 2015, he was selected as the Unit Chief for the NFOP at ICE Headquarters in Washington, DC. Among its investigative and operational responsibilities, the NFOP is primarily responsible for at-large arrests and working with federal, state, and local partners to identify, apprehend, and remove criminal and priority aliens.

Caleb has a bachelor’s degree in psychology, and is a published author.
INSIDE THE MIND OF THE PSYCHOPATH
A PRIMER FOR PAROLING AUTHORITIES

Take an extraordinary journey through the twisted corridors of the mysterious mind of the psychopath. We will explore the origin and evolution of the concept of the psychopath while we discover how and why psychopaths see the world the way they do. We will investigate the genetic and environmental influences on psychopath behavior and learn why the minds of some individuals become wired for crime. Using videotaped interviews of psychopaths, Paroling Authorities will learn to identify the unique signs and symptoms of the psychopathic personality and the distinct traits that are “Inside the Mind of the Psychopath.”

DEAN AUFTERHEIDE
Dr. Dean Aufterheide is a licensed Clinical and Forensic Psychologist in the state of Florida. Before becoming a correctional psychologist, he served in the Air Force as a Chinese-Mandarin Linguist, a Captain in the Army during the Persian Gulf War, and was in private practice. For the past 12 years, Dean has served as the Director of Mental Health Services for the Florida Department of Corrections. He is the author of numerous professional publications and has served as a consultant to several state correctional systems as well as the federal government and the United Arab Emirates. He also serves on the Editorial Boards for the Correctional Mental Health Report and the Journal of Correctional Health Care, and is the current Chairman of the State of Florida’s Board of Psychology. Dean is the National Mental Health Consultant for the American Correctional Association and is a past President of the International Association of Correctional & Forensic Psychology. He has been recognized by the National Commission on Correctional Health Care as among “…the most highly regarded speakers and influential opinion-leaders in our industry.”

NOTES
PAROLING AUTHORITIES AS WE FIND THEM TODAY
This workshop will provide a presentation of the results of a comprehensive national survey of Releasing Authorities. The survey was conducted as part of a larger Parole Release and Revocation Project sponsored by the Robina Institute of Criminal Law and Criminal Justice, University of Minnesota Law School. The session will showcase the findings pertaining to parole release and the post-release violations process that will be of value to parole boards when developing and reviewing their own policies and practices. The presentation will also contrast current parole board operations with those drawn from earlier surveys, and highlight evidence-based practices and innovations in selected jurisdictions across the country.

EDWARD RHINE
Edward Rhine directs the Parole Release and Revocation Project under the Robina Institute of Criminal Law and Criminal Justice, University of Minnesota Law School. He is also a Lecturer in the Department of Sociology at Ohio State University. From 2004 to 2013, he served as the Deputy Director for the Office of Offender Reentry, Ohio Department of Rehabilitation and Correction. His career has included leadership positions in juvenile and adult corrections in New Jersey, Georgia, and Ohio. Dr. Rhine earned his undergraduate degree from Ohio University, and his master’s and Ph.D. from Rutgers University.

EBONY RUHLAND
Ebony Ruhland is the Research Director for the Robina Institute’s Parole Release and Revocation Project and the Probation Revocation Project. She received her Ph.D. from the School of Social Work at the University of Minnesota and her M.A. from St. Mary’s University. Previously, Dr. Ruhland was the Research Director for the Council on Crime and Justice, a nonprofit agency specializing in criminal justice research, policy, and direct service. Her research interests include examining how individuals, families, and communities are impacted by crime and the criminal justice system.

MARIEL ALPER
Mariel Alper received her Ph.D. from the University of Maryland and her master’s and bachelor’s degrees from Old Dominion University. She is a former Postdoctoral Research Fellow at the Robina Institute of Criminal Law and Criminal Justice, University of Minnesota Law School. She serves currently as a Senior Associate at the Pew Charitable Trusts. Her research interests focus on paroling authorities and criminal justice policy.

NOTES
A PROACTIVE RESPONSE TO DOMESTIC VIOLENCE

Domestic violence (DV) in a correctional setting isn’t something that is routinely talked about. However, incarcerated offenders in Kansas correctional facilities often continue to use power and control behaviors against their victims. The KDOC Office of Victim Services currently has eight victim services liaisons who provide direct services to victims of offenders supervised by KDOC. Though these liaisons are serving victims of all types of crime, they typically spend nearly 90% of their time working with victims of domestic violence, even when the offenders are serving time for non-dv offenses such as robbery, burglary or drug crimes. Additionally, at least 25% of Kansas parole violations are related to domestic violence. DV was such a significant issue that it prompted the need for a proactive correctional response to domestic violence, rather than simply reacting after an incident occurred.

This interactive workshop will outline the domestic violence screening process, share changes to the offender management system used to better hold these identified DV offenders accountable and explore the process of programming through in-facility batterer intervention programs. The impact these efforts have on parole decision making, victim safety and the future direction of the KDOC’s domestic violence response will also be discussed.

AUBREY CRESS
Audrey Cress is the Director of Victim Services for the Kansas Department of Corrections and current board member for the Kansas Governor’s Domestic Violence Fatality Review Board and the Kansas Attorney General’s Batterer Intervention Program Advisory Board. Prior to joining KDOC, Audrey spent ten years working in domestic violence prevention and intervention, serving as a police response advocate, hotline advocate, court advocate, education & prevention advocate, and batterer intervention program facilitator.

JANET GOOD
Janet Good is the Domestic Violence Response Specialist for the Kansas Department of Corrections Office of Victim Services. Janet developed and currently manages the domestic violence screening tool and has spent the last ten years working with the victims of incarcerated offenders. In addition to the screening tool, she has developed model correctional policies and practices to improve the management of DV Offenders as well as multiple training curricula, including how domestic violence is perpetrated from behind bars. Janet is also a batterer intervention program facilitator.

NOTES
CANADA’S NEW VICTIMS BILL OF RIGHTS
The Parole Board of Canada (PBC) is required by law to provide victims of crime with certain information about the person who harmed them while that person is under its jurisdiction, and to facilitate victims’ participation in the parole process. With the recent coming into force of the Victims Bill of Rights by the Canadian Government, a number of additional requirements are now expected around a victim’s right to participation, information and protection. This workshop will explore how the PBC ensures that victims’ have a voice in the parole process and how it balances the rights of victims with those of offenders.

HARVEY CENAIKO
Harvey Cenaiko was appointed as a full-time member and Chairperson of the Parole Board of Canada on July 31, 2009. He was first appointed to the Board on July 7, 2008, as the Vice-Chairperson for the Prairies region. Before joining the Board in 2008, Mr. Cenaiko served as the Member of the Legislative Assembly (MLA) for Calgary-Buffalo, Government of Alberta, from March 2001 to April 2008, and was Solicitor General and Minister of Public Security from 2004 to 2006. His areas of responsibility included management and growth of policing resources in the province, ensuring effective coordination among municipal, provincial and federal enforcement and public safety agencies. He initiated the establishment of the Alberta Sheriff Division, the Integrated Child Exploitation Unit, the Alberta Law Enforcement Response Team (ALERT) to coordinate initiatives tackling serious organized crime, gang and drug enforcement – the first of its kind in Canada - and the Alberta Serious Incident Response Team (ASIRT), which is responsible for public oversight in matters of police related deaths including the use of weapons.

As MLA for Calgary-Buffalo, Mr. Cenaiko chaired a number of important bodies, including the Alberta Alcohol and Drug Abuse Commission, the Child Welfare Act Review and the Emergency Medical Services Review. Before entering public office, Mr. Cenaiko enjoyed a distinguished 25-year career as a member of the Calgary Police Service, retiring with the rank of Inspector with the Bureau of Community Policing Services. Mr. Cenaiko was awarded a Chief’s Commendation for his undercover police work, a Municipal Service Medal from the City of Calgary, a Long Service Medal from the Government of Alberta, and an Exemplary Service Medal from the Governor General of Canada. Mr. Cenaiko is also a recipient of both the Queen’s Golden and Diamond Jubilee Medals from the Governor General of Canada.

As Chairperson of the Board, Mr. Cenaiko currently serves on a number of committees, including the Crime Victim’s Committee of the Association of Paroling Authorities International and the Canadian Association of Chiefs of Police, Victims of Crime Committee, in the role of technical advisor. As the Board’s Chief Executive Officer, Mr. Cenaiko provides overall leadership, direction and management of the Board and is accountable for ensuring the effectiveness and efficiency of the organization’s policies and operations, and the successful delivery of its mandate.

During his tenure at the Board, Mr. Cenaiko has overseen the implementation of new legislation as well as the update of the Risk Assessment Training to Board members in order to streamline the decision making process. Furthermore, he initiated a new qualification process for Board members and, as a member of the qualification
panel, ensures that the Board is comprised of individuals who reflect the community and values Canadians hold dearly. His recent accomplishments include mandating the Renewal Initiative, comprising of a corporate-wide examination of the Board’s processes and operations to maximize its efficiency, and a renewed focus on services offered to victims. Mr. Cenaiko is proud to lead the Board as it continues striving for excellence.

TALAL DEKALBAB

Talal Dakalbab was appointed Executive Director General and Chief Operating Officer of the Parole Board of Canada (PBC) on August 24, 2015. He began his career with the PBC in April 2011, as the Director of the Board Member Secretariat, where he led the development of approaches and methods for the selection and evaluation of Board members. More recently he held the positions of Director, Communications and Access to Information and Privacy as well as Regional Director General in the PBC’s Prairie Region.

Prior to joining the Board in 2011, Mr. Dakalbab held various positions within the Correctional Service of Canada, including various managerial positions within the Institutional and Community Correctional System.

Mr. Dakalbab is leading the Board’s public service employees in the achievement of its Vision to contribute to making Canadian communities safer while it respects the rights of victims and all members of society, and remains committed to openness, integrity and accountability in the execution of its mandate.

THOMAS KAYE

Thomas (Tom) Kaye was appointed as a full-time member of the Parole Board of Canada in March of 2011. He was made the Acting Regional Vice Chairman for Ontario in August of 2012 and was confirmed in this position in January 30, 2014. Prior to joining the Board Mr. Kaye served as Chief of Police for the City of Owen Sound, Ontario, a position he held for 14 years. Mr. Kaye retired from policing having served 35 years.

Mr. Kaye is a past President of the Ontario Association of Chiefs of Police, past Vice President of the Canadian Association of Chiefs of Police, Past Co-Chairman of the Province of Ontario, Justice Review Panel, Past Chairman of the Ontario Intelligence Service and past Director of the Canadian Intelligence Service. In addition to these positions he has served as the Chairman of numerous provincial and national committees dealing with issues related to the Use of less than lethal force options, Community Policing Initiatives, Substance Abuse, Victims Advocacy, Training as well as many others.

As the Regional Vice Chairman for Ontario/Nunavut Region, Mr. Kaye serves on the Boards Governor-in-Council Professional Standards Committee and the Victims Forum Working Committee.

Mr. Kaye has been active in a number of community groups over the course of his career and has served on numerous Boards and volunteer organizations and has lectured at a number of learning institutions as well as community colleges.
SECURITY THREAT GROUP IDENTIFICATION
This class will assist attendees in identifying signs and symbols of security threat groups, to include: street gangs, prison gangs, motorcycle gangs and white supremacy gangs. Attendees will also see the value of intelligence that corrections has for law enforcement and paroling authorities.

MICHELLE JORDAN
Michelle Jordan is a Correctional Programs Administrator assigned to the Office of the Inspector General, Security Threat Intelligence Unit in the Florida Department of Corrections. She currently supervises a Criminal Analyst.

In her current position she gathers and manages intelligence pertaining to all known gangs/security threat groups as part of the Department’s Security Threat Group Management Program. Michelle assists fellow criminal justice agencies with gang intelligence information that includes sending monthly release notices on those gang members being released from prison back to the community, reviews inmate mail and phone calls as it relates to on-going investigations.

She has a Bachelor’s degree in Criminal Justice from Texas State University and a Master’s Degree in Judicial Administration from Auburn University.

Michelle has received specialized training in: Staff Safety and Street Survival; Gang Recognition, Investigation and Prosecution; Gang/Security Threat Group Identification; Analytical Techniques and Instructor Techniques. She has accumulated over sixteen years of independent studies on gangs/security threat groups.

She has maintained her certification as a Probation Officer and is a FDLE certified instructor.

Michelle has assisted fellow criminal justice agencies and inter-agencies with gang intelligence information. She has been an active member with the Florida Gang Investigation Association since 1993, where she served as Secretary from 1998 – 2000 and President from 2000 – 2002. She was the Secretary for the National Alliance of Gang Investigators. She is Past President for the Tallahassee Chapter of Florida Council on Crime and Delinquency, where she has been a member since 1991.

NOTES
SECURITY OF DECISION MAKERS ACTIVE SHOOTER TRAINING

This workshop is designed for non-law-enforcement personnel, providing critical information about recognizing and responding to dangerous active shooter situations. The break-out will include definitions and statistics of active shooter incidents, discussion of recent incidents of active shooters, as well as factors to be aware of to recognize and respond to threatening situations. This workshop will help prepare attendees for how to respond and what to expect in the threatening situation both professionally and personally.

PAUL “P.J.” JOANOS

Paul “P.J.” Joanos is the Supervisor of Operations for the United States Marshals Service in Tallahassee, Florida. He and his staff are responsible for the personal protection and security of the Federal Judiciary and judicial buildings. He and his employees are also members of the United States Marshals Service Florida Regional Fugitive Task Force. Joanos began his federal career in 1999 when he was assigned to the U.S./Mexico border in Del Rio, Texas. While in Texas, Joanos was appointed to the Lone Star Fugitive Task Force as well as the High Intensity Drug Trafficking Area Task Force in El Paso, Texas. After transferring to Panama City, Florida, Joanos helped establish the North Florida Violent Fugitive Task Force and later the Florida Regional Fugitive Task Force in Panama City. Shortly after transferring to Tallahassee, Joanos was chosen to be one of twenty-five national instructors to teach the United States Marshals Services high risk fugitive apprehension training class as well as the U.S. Marshals Tactical Training Officers course. In addition to these certificates he also holds certifications as a firearms instructor and active shooter instructor and is responsible for the development of the active shooter response plan for the Northern District of Florida. Joanos has a Bachelor’s of Science degree in Criminal Justice from the Florida State University.

NOTES
STRESS IN LAW ENFORCEMENT AND CORRECTIONS

Stress is a major issue confronting those charged with the public safety of America’s citizens, particularly those involved in all elements of criminal justice. This workshop will focus on:

- A basic discussion of stress and its manifestations in criminal justice
- The role of Leadership in effectively dealing with stress
- Recognizing symptoms of stress in your personnel and yourself
- Techniques for reducing stress on the job and at home

JAMES D. SEWELL, PH.D.

James D. Sewell retired as Assistant Commissioner of the Florida Department of Law Enforcement in February 2005, following a 32-year career with university, municipal, and state law enforcement agencies in Florida. Since his retirement from active law enforcement, he has provided training and management consulting services to criminal justice and social services agencies, not-for-profit organizations, and professional associations.

Dr. Sewell received his B.S., M.S. and Ph.D. in Criminology from The Florida State University. He has published two textbooks, one of which, Stress Management in Law Enforcement, with Dr. Leonard Territo, is in its third edition, and over fifty journal articles and book chapters, principally on law enforcement management and law enforcement stress.

NOTES
INTERNATIONAL INNOVATIVE PRACTICES

This presentation will talk about visits of all 14 prisons in Ireland. At these visits, John Costello speaks to groups of Lifers, prisoners sentenced to Life Imprisonment, about the Parole Process. He also brought with him a former prisoner who had been serving a life sentence for murder, to the meeting. This prisoner, Stephen Doyle, received Parole, after 13 years in prison, and is now working fulltime, in helping former offenders to rehabilitate themselves in the Community, following release through his organization called Care after Prison. Chairman Costello will introduce also this Community Organization and will conduct a discussion with the participants about the results of these initiatives.

JOHN COSTELLO

John Costello is a consultant in the Private Client Department of Orpen Franks Solicitors, Dublin, Ireland. He has almost 30 years of experience in advising clients in relation to wills, administration of estates, tax planning, wards of court, powers of attorney and other legal issues concerning the elderly. He also specialises in advising on charity law and family law.

John is a Past President of the Law Society of Ireland. He is also a former Chairperson of The Law Society Law Reform Committee and the Guidance and Ethics Committee, during which time he was involved in the production of The Charity Law Report in July 2012. This report recommended a total overhaul of charity legislation in Ireland. Many of the recommendations referred to in the report were incorporated in the Charities Act 2009. John is the author of a best-selling book entitled ‘Law & Finance in Retirement’, which is currently being updated and is due for release in 2016.

He is a former director of St. Michael’s House and he has spent a number of years lecturing to members of organisations who assist persons with an intellectual disability. John has given legal assistance to the Alzheimer Society of Ireland over many years.

John is currently the Chairman of the Parole Board where he has earnestly set about endeavouring to improve procedures and efficiency.

NOTES
ENHANCING PAROLE: THE IMPORTANCE OF FIDELITY

Focus on Evidence-Based Practice in the area of parole has been increasing in recent years. This presentation will review research findings regarding 2 projects. Both projects relate to fidelity or quality assurance in terms of parole practices. The first study reflects data, including some on site audits, from several US Paroling Authority sites, linking assessments of parole practices to performance indicators. This is pilot research to develop and validate a Parole Quality Assurance Inventory which can be used by Parole Boards to assess their alignment with evidence based practices. The second study reports APAI members’ responses to a recent online survey regarding Board Member competencies. Essentially this research is intended to inform characteristics and skills purported to be important in order to be an effective Parole Board member. The results are important in terms of selection criteria for new Board members and their training.

RALPH SERIN
Dr. Serin received his Ph.D. from Queen’s University in 1988 and is currently Professor in the Department of Psychology and Director of the Criminal Justice Decision Making Laboratory following a career with Correctional Service of Canada in various capacities, including parole officer, psychologist and research manager. He has published in the areas of crime desistance, parole, treatment readiness and responsivity, dynamic risk assessment, psychopathy, sexual offenders, and the assessment and treatment of violent offenders.

KAITLYN WARDROP
Kaitlyn Wardrop is currently completing her Ph.D in Forensic Psychology at Carleton University under the supervision of Dr. Ralph C. Serin. Her primary research interests include incorporating evidence-based practices and policies into parole decision-making and community corrections. More specifically, her current work involves the development and validation of a Parole Quality Assurance Inventory. The purpose of this tool is to examine aspects of paroling authorities and how they function in order to better define high quality paroling systems.

LAURA GAMWELL
Laura is currently completing a Master of Arts in Psychology at Carleton University, researching Parole Board Member competencies with Dr. Ralph Serin in the Criminal Justice Decision-Making Lab. She holds a Bachelor of Arts with Honours in Political Science and Psychology from Carleton, as well as a Master of Arts in Political Science. Her research interests include parole decision-making and criminal justice and parole policies.
THE KEYS TO A FAIR & LEGALLY SOUND ADMINISTRATIVE HEARING

Parole Board members often find themselves cast in the role of an administrative adjudicator having to make critical public safety decisions while maintaining the legal rights of all involved, including the parolee before them. Some enter this role with a background in the law, but others do not. In this workshop the participants will gain insight into the underpinnings of the concept of procedural due process required by the United States legal system and receive practical advice concerning how to conduct a fair and legally sound administrative hearing that will withstand appellate review. The presentation will focus primarily on the revocation process, the area most fraught with thorny due process issues. There will be a discussion of the complexities involved in dealing with unrepresented parties in a proceeding and maintaining neutrality given the varied organizational structures that exist in the US parole system. There also will be a discussion about the receipt and evaluation of evidence and the participants will hear about valuable resources in this area. Participants will be given an opportunity to interact with each other and the presenter concerning issues they face daily in their work. Time permitting mock case scenarios will be discussed.

KEITH HARDISON

Keith Hardison began his career as Probation and Parole Officer with the Kentucky Department of Corrections in 1979 after graduating from the University Of Louisville School Of Justice Administration. After graduation from the Night Division of the University Of Louisville Brandies School Of Law he became a prosecutor in Jefferson County (Louisville), Kentucky.

In 1983 he became an Administrative Law Judge for the Kentucky Parole Board and was eventually promoted to Chief Administrative Law Judge. He subsequently served as Deputy General Counsel for the Kentucky Department of Corrections. In that position he not only represented the Division of Probation and Parole but also served as the primary legal counsel for the Kentucky Parole Board. He represented the Department and the Parole Board in numerous pieces of litigation including class action lawsuits involving constitutional rights and due process.

In 2001 Keith was appointed Executive Director of the Kentucky Parole Board and implemented numerous improvements in the parole process in Kentucky; include the implementation of its first risk assessment instrument and the use of video conferencing for hearings. He retired from that position in 2004 and started Hardison Consulting LLC. He has worked with parole boards around the country on numerous projects to improve parole practices.

Keith completed the Administrative Law: Fair Hearing Course at the National Judicial College and has written several articles on parole and prison issues. He previously served as member of the adjunct faculty at Sullivan University in Louisville where he taught law and corrections related classes. He served as the Chief Administrative Officer of the Association of Paroling Authorizes International from September 2009 until December 2015.
JUSTICE REINVESTMENT, CRIME VICTIMS & PAROLING AUTHORITIES

In many states and at the Federal level, significant reforms in sentencing and corrections policies are emerging through the Justice Reinvestment Initiative (JRI), which uses data-driven strategies to hold offenders accountable, control costs and protect individual and public safety. Crime victims and survivors and paroling authorities have been important stakeholders in JRI processes. This session will highlight JRI processes, the cumulative priorities established by crime victims and victim advocates, the types of collaborations resulting from JRIs, and victim services and evidence-based offender supervision and treatment strategies that have been supported by reinvestment funds.

LINDSEY CARLSON
Lindsey Carlson is a Senior Associate in the Public Safety Performance Project at the Pew Charitable Trusts. This project helps states advance fiscally sound, data-driven sentencing and corrections policies that protect public safety, hold offenders accountable and control corrections costs. Lindsey works with national partners to further effective sentencing and corrections policies.

Before joining Pew, Lindsey worked for several years as a consultant for a number of criminal justice organizations, doing research, writing and advocacy pertaining to prosecutorial practices and policies, pretrial justice and public defense issues. Prior to that, she served as General Counsel of the Pretrial Justice Institute.

Lindsey obtained her juris doctorate from Indiana University in 2007 and her Master of Laws from George Washington University in 2010.

ANNE SEYMOUR
Anne Seymour has been a national crime victim advocate for 32 years, and specializes in victims’ rights and services in institutional and community corrections and reentry. She is a founding member of APPA’s Victim Issues Committee; ACA’s Victims and Restorative Justice Committee; and APAI’s Victims Committee. Anne also serves on the Advisory Board of the National Institute of Corrections and the USDOJ PREA Review Committee. She is a consultant to the Pew Charitable Trusts, through which she proactively engages survivors and victim advocates in sentencing and corrections reform and justice reinvestment initiatives.

NOTES